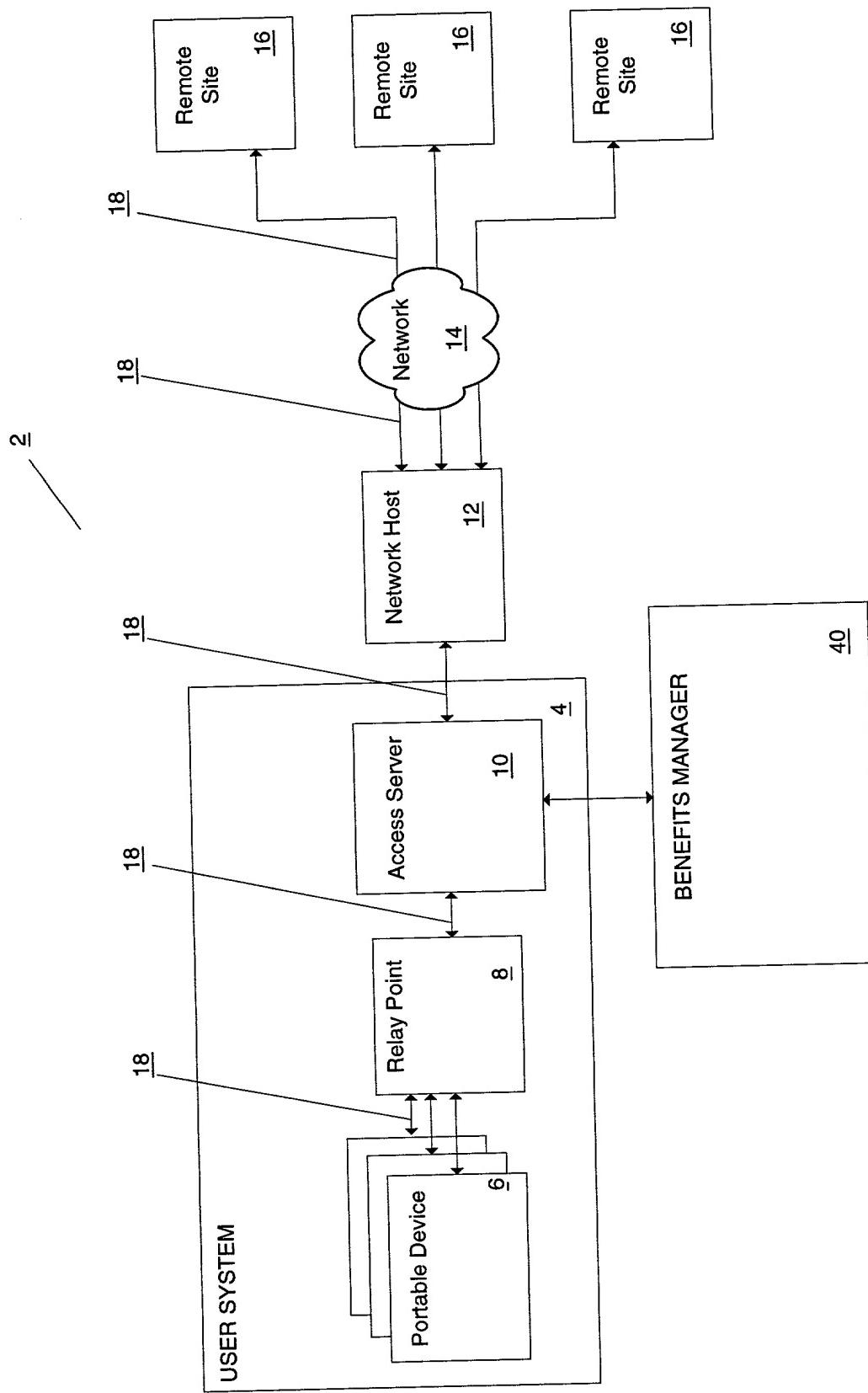


Figure 1



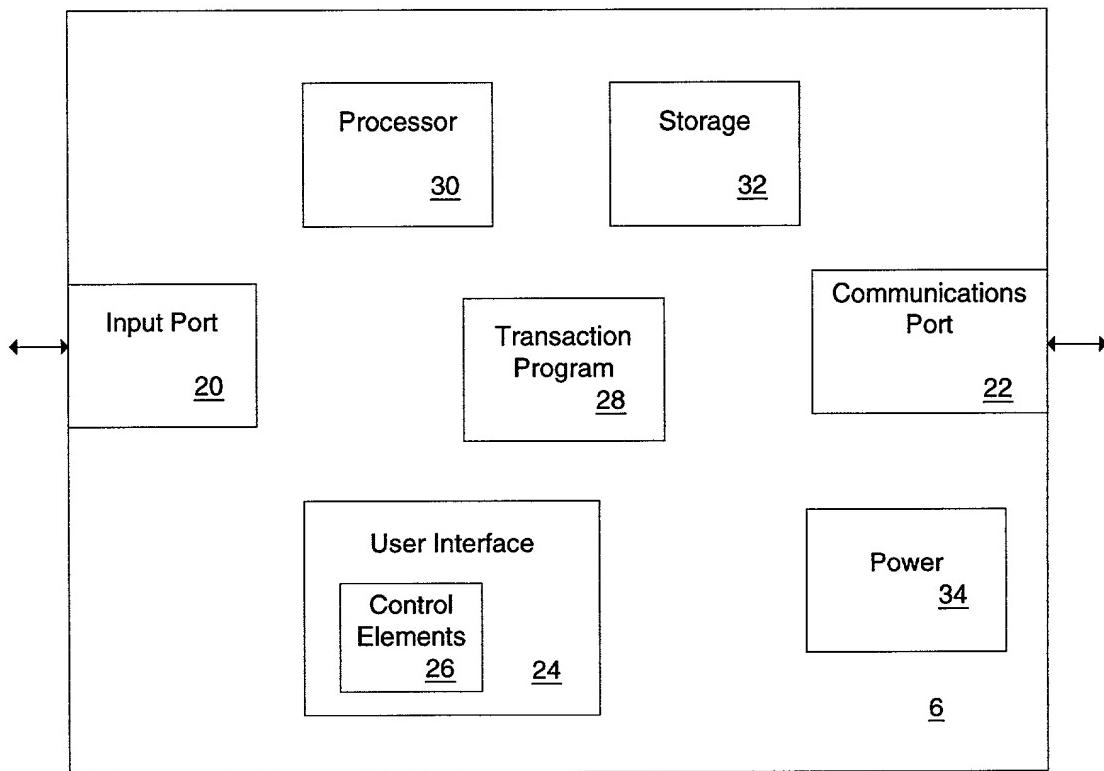


Figure 2

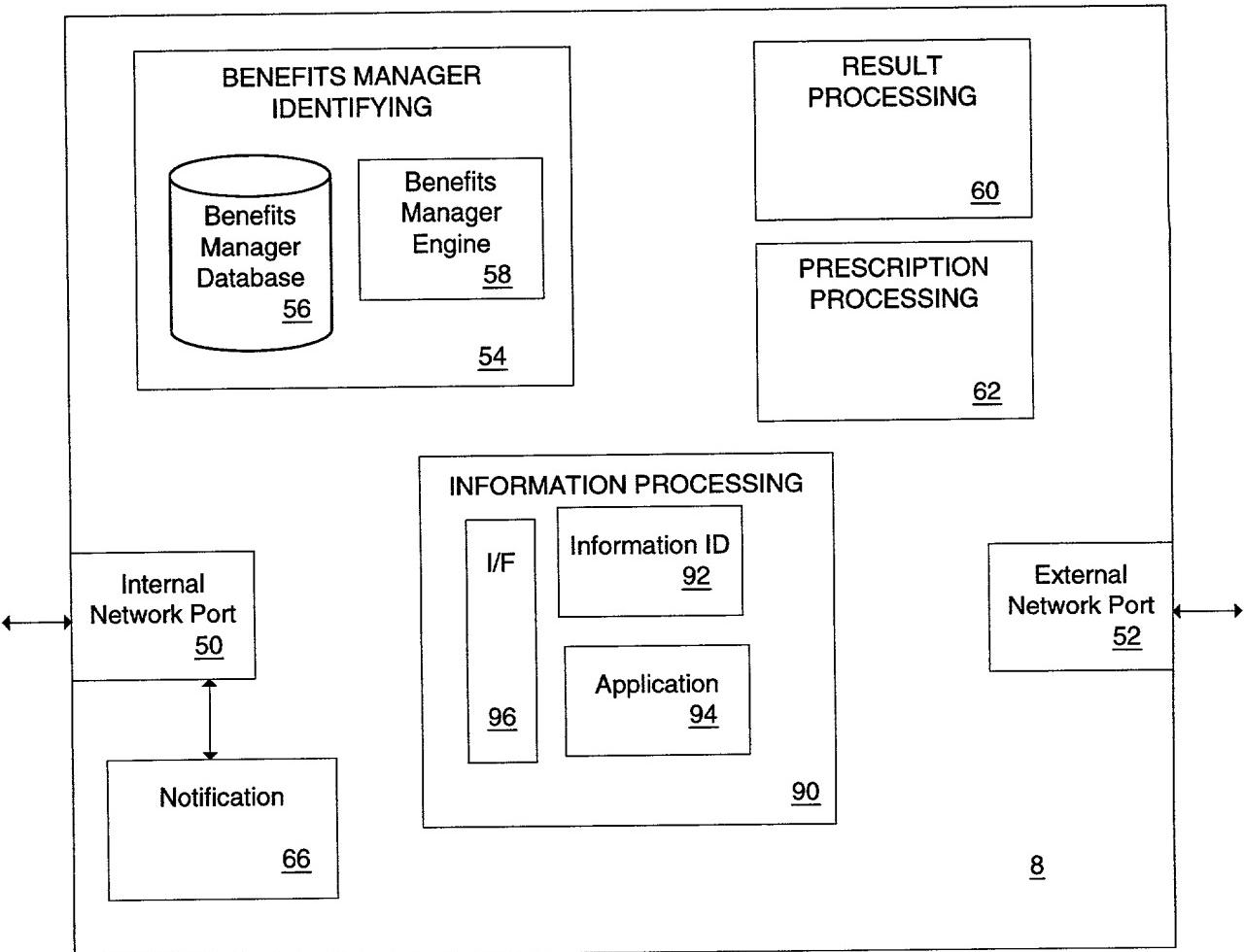
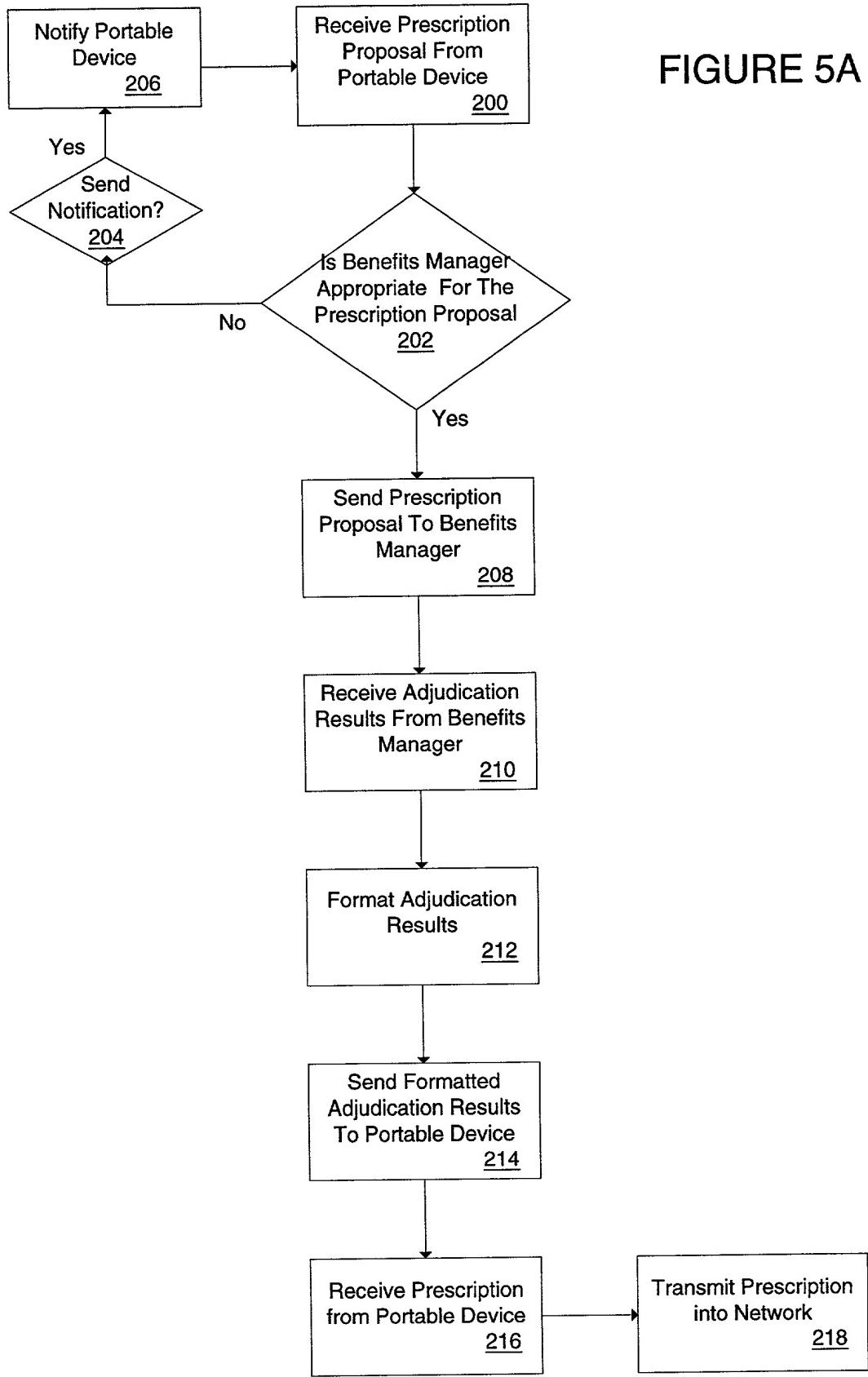


Figure 3

Figure 4

NAME/ID	TYPE	BENEFITS MANAGER

FIGURE 5A



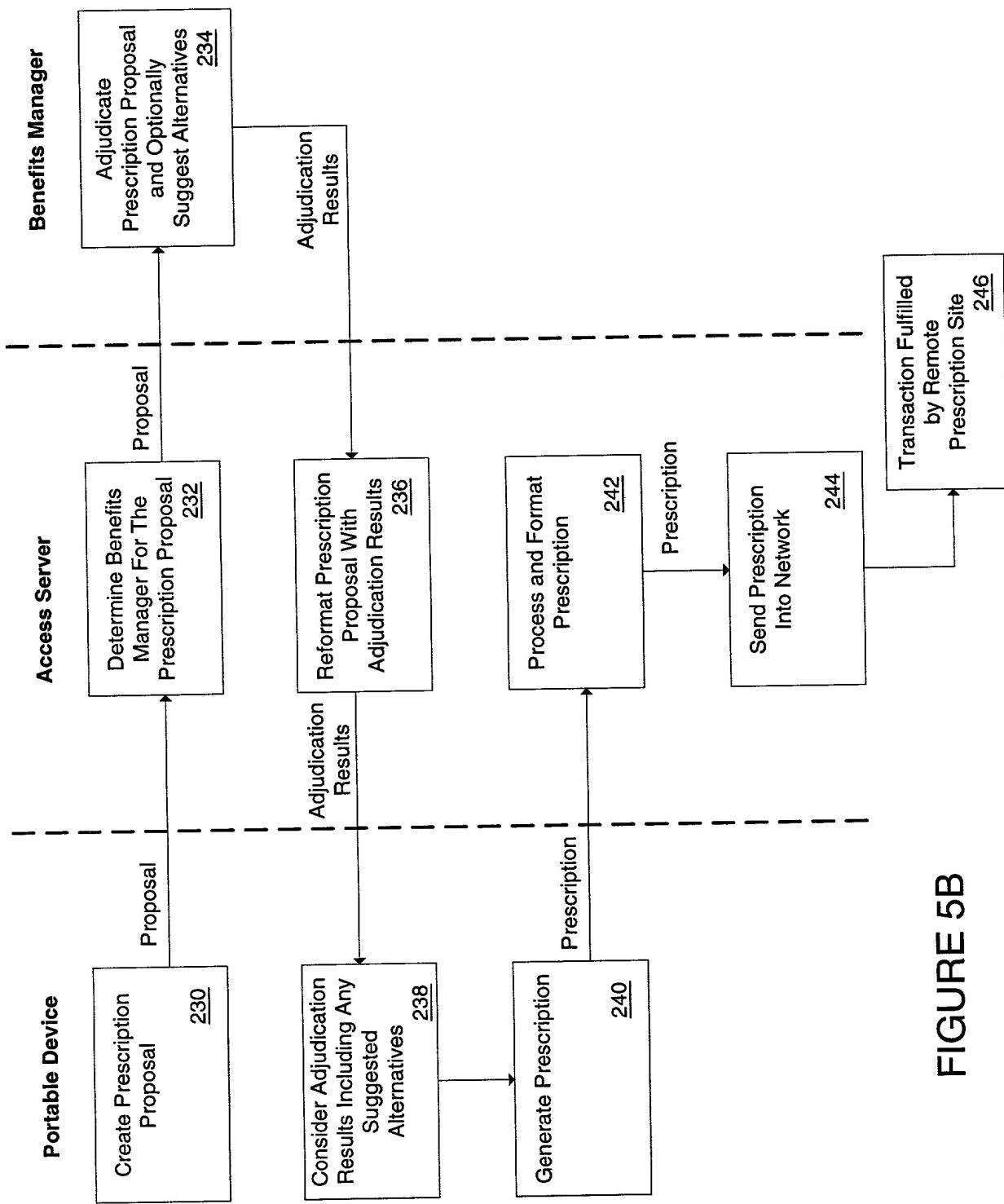
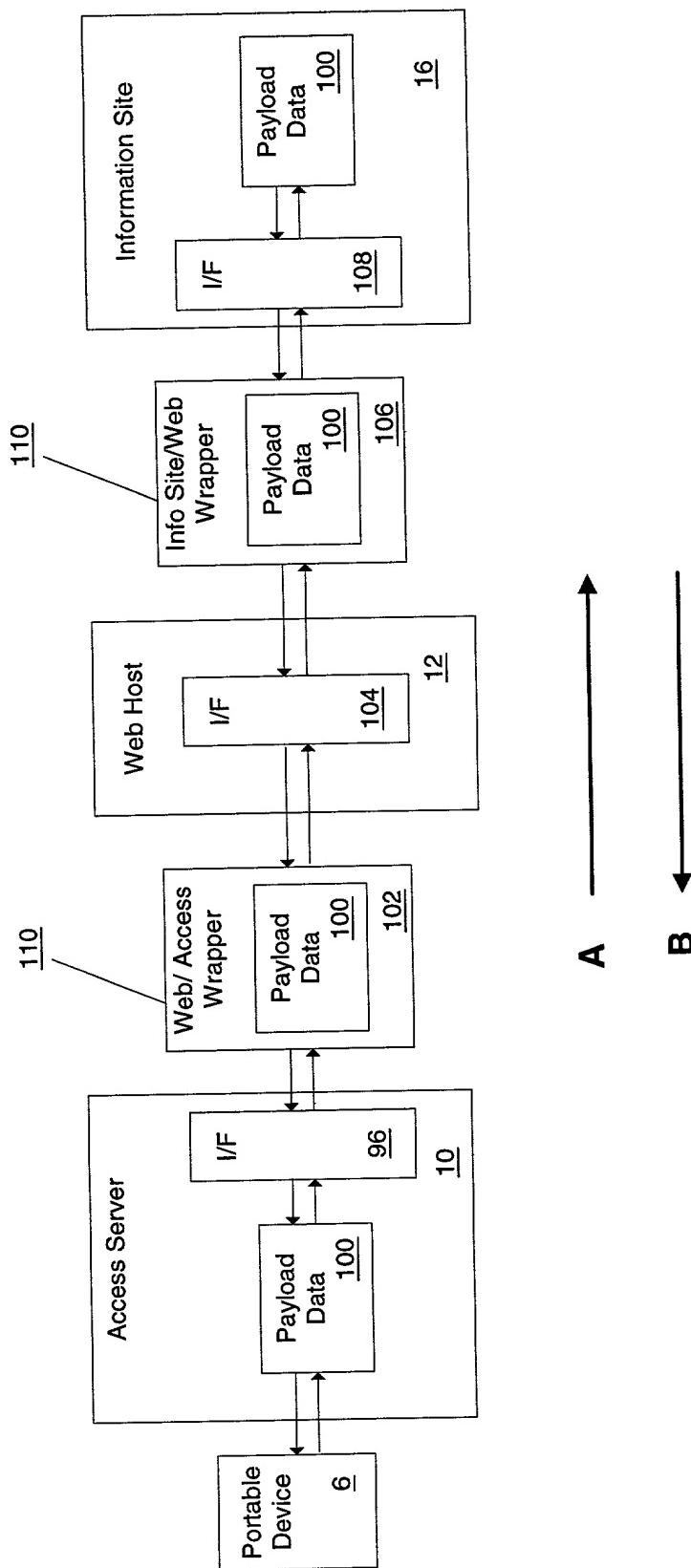


FIGURE 5B

FIGURE 6



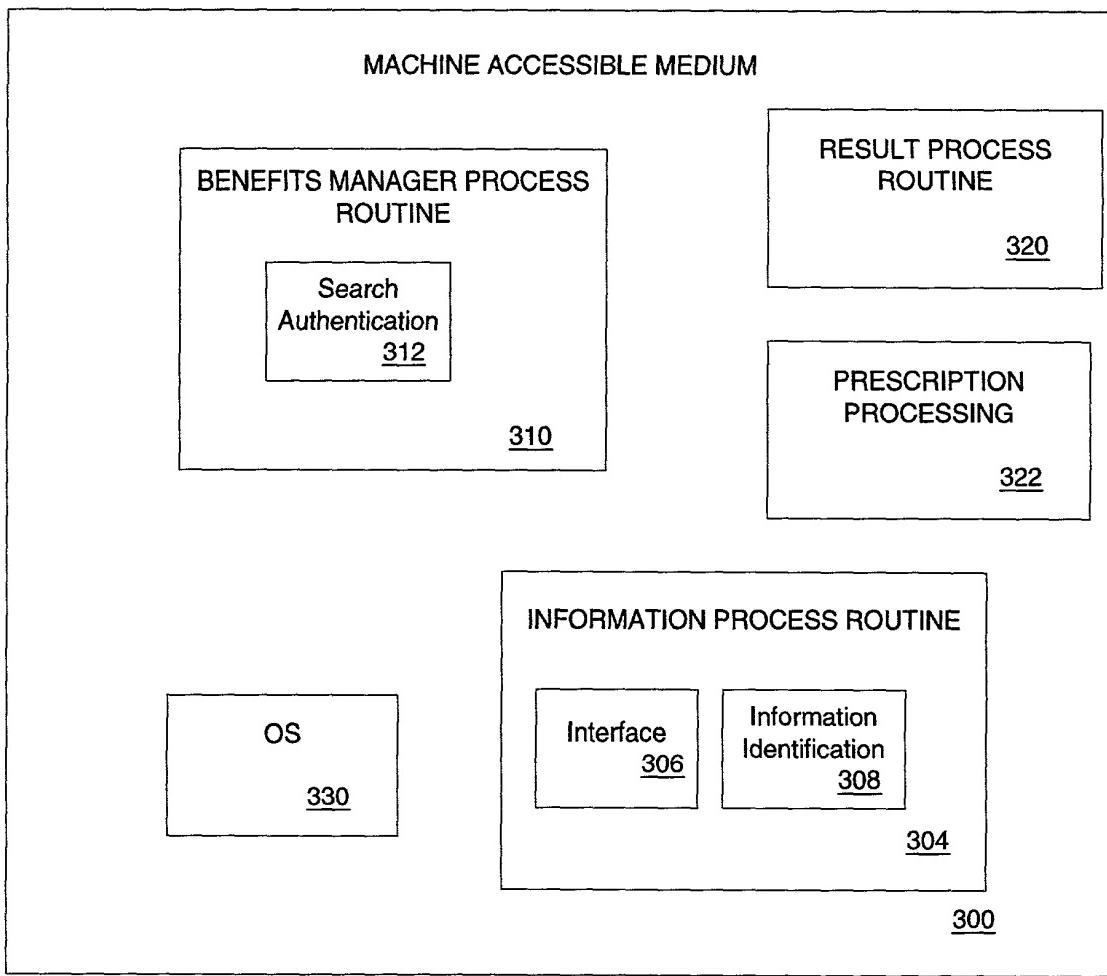


FIGURE 7